

Richard J. Dunn

Occupation: Labor Arbitrator

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Education: M.A., University of Minnesota, Industrial Relations, Public Affairs
B.A., University of Minnesota, Economics, Political Science
Hamline University Course in Arbitration
Advanced Human Resources Programs at Northwestern University, University of Pennsylvania, University of Michigan, University of Wisconsin at Madison

Arbitration Training: Trained in many arbitration cases by Labor Arbitrators Mario Bognanno and Christine Ver Ploeg, and at Hamline Arbitration Courses

Certifications: Senior Professional in Human Resources, Society for HR Management
Certified Compensation Professional, American Compensation Association
Life Insurance License, State of Minnesota

Labor Relations Experience: Worked for 37 years in compensation, benefits, labor and grievances, labor negotiations. Teach graduate seminars in Human Resources. Develop wage, salary and incentive plans and benefit programs in private and public sector. Extensive experience in numerous industries with employment, pay, benefits, and other HR issues in the workplace.

Arbitration Panel: Minnesota Bureau of Mediation Services

Industry Experience Agriculture, assembly, canning, computer design and manufacturing, electronics, distribution, electronic publishing, elementary secondary education, engineering, financial services, food processing, government- state and local, grain milling, health care, hospitals, law enforcement, manufacturing and processing, metal fabrication, nursing, office workers/clerical, packaging, postsecondary education, printing and publishing, restaurants, retailing, telecommunications manufacturing, telephone, transportation and trucking, warehousing

Issues: Affirmative Action, Absenteeism, Bonus and Incentives, Cost of Living Pay, Demotion, Discipline, Disability, Discrimination, Fringe Benefits, Holidays, Job Classifications, Leave, Vacation, Health/Hospitalization, Hiring Practices, Interest Arbitrations, Job Performance, Incentive Pay, Job Posting/Bidding, Layoffs, Bumping, Recall, Last Chance Agreements, Management Rights, Pension and Retirement Plans, Welfare Plans, Promotion, Retirement, Safety and Health Conditions, Retiree Medical Benefits, Holiday Pay, Pay Plans and Rates, Merit Pay, Overtime Pay, Severance Pay, Shift Differentials, Sexual Harassment, Suspension, Threats, Violence in the Workplace, Hostile Work Environment, Vacation Pay, Work Hours/Scheduling Assignments, Schedules, Assignments, Working Conditions, Violence in the Workplace, General Wage Increases

Fees:

Per Diem of \$1100 for each day of hearing, travel, research, and preparation of a decision and award.

Cancellation and postponement: one day's per diem for one day hearing canceled or rescheduled within three weeks of scheduled hearing date if another matter cannot be set in its place.

Expenses: actual cost of reasonable expenses, including food, lodging, car rental or auto mileage at applicable IRS rate.

12/2/2016